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Nevada

Great Basin College

Truckee Meadows
Community College

Western Nevada College

Desert Research
Institute

FACULTY WORKLOAD REPORT 2008

Prepared by the Office of Academic and Student Affairs
December 2008

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Nevada System of Higher Education

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Executive Summary

UNIVERSITIES – 1,230 regular faculty FTE represented, 43% in doctoral instruction, 30% with release time

At the universities, undergraduate faculty are expected to teach at least 9 instructional units per semester. For individual faculty involved in doctoral-level education, the expected load is an average of 6 instructional units per semester.

Fall 2008 Average Instructional Workload

4.4	13.3	8.7
Course Sections Taught	Total Credit Hours Taught	Organized Credit Hours

- Regular faculty at the universities taught an average of 4.4 course sections, equating to a total 13.3 credit hours in both organized and individualized instruction.
- Regular faculty at the two universities taught an average 8.7 credit hours in organized course sections.
- This aggregated instructional workload summary includes regular faculty involved in doctoral-level education, as well as those with administrative release time.

STATE COLLEGE – 53 regular faculty FTE represented, 22% with release time

At the state college, faculty are expected to teach at least 12 instructional units per semester.

Fall 2008 Average Instructional Workload

3.7	11.6	11.6
Course Sections Taught	Total Credit Hours Taught	Organized Credit Hours

- Regular faculty at the state college taught an average of 3.7 course sections, equating to 11.6 credit hours in both organized and individualized instruction.
- Regular faculty at Nevada State College taught an average of 11.6 credit hours in organized course sections.

COMMUNITY COLLEGES – 705 regular faculty FTE represented, 33% with release time

At the community colleges, faculty are expected to teach at least 15 instructional units per semester.

Fall 2008 Average Instructional Workload

5.3	13.8	18.5
Course Sections Taught	Total Credit Hours Taught	In-class Contact Hours

- Regular faculty at the community colleges taught an average of 5.3 course sections, equating to 13.8 credit hours in both organized and individualized instruction.
- Regular faculty at the community colleges taught an average 18.5 in-class contact hours per week.

NOTE: Workload averages represent all regular faculty, including those with a portion of their instructional duties reassigned for administrative purposes and/or special projects.

OUT-OF-CLASSROOM ACTIVITIES

It should also be noted that a significant amount of faculty's time is spent engaged in out-of-classroom activities. Detailed information describing these activities is included within this report.

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Faculty Workload Overview

Board policy provides that in the fall of every even-numbered year, the Chancellor's Office shall compile a System report on faculty workloads at NSHE institutions.

Faculty workload is collected from the institutions in two parts: 1) in-class instructional data originating from workload databases and validated by department heads; and 2) out-of-classroom data collected at the individual faculty or department level and validated by department heads.

Workload Expectations for Regular Faculty

Faculty workload can be separated into two distinct areas: instructional workload (i.e. in-class workload) and out-of-classroom activities. This indicates that at the universities, the state college, and the community colleges the role of regular faculty extends well beyond classroom instruction. To varying degrees, faculty workload is impacted by requirements to engage in research, develop professionally, participate in public service, as well as contribute to the commitment of shared governance, advise students, and develop new curriculum and programs. Depending upon institutional type and mission, the workload of faculty is further influenced by numerous factors occurring both inside and outside of the classroom. As a result, the NSHE method for measuring workload of regular faculty employs a two-pronged approach, one method for instructional workload and another for out-of-classroom activities.

Instructional Workload

Instructional workload hours spent in-class, including indicators of workload activity (e.g. average class size), are collected from institutional databases. Instructional workload data for instructional faculty are aggregated by institution and compared to the expectations established by the Board of Regents' (*Title 4, Chapter 3, Section 3*) as follows:

In recognition of its commitment to accountability and productivity, the Board of Regents will regularly compile information regarding faculty workloads. To aid in this process, the following expected teaching workloads at NSHE institutions shall be established:

- a. At the universities, an expectation of 18 instructional units per academic year, or 9 units each semester. For individual faculty heavily involved in doctoral-level education, the expected load would be an average of 12 instructional units per academic year, or 6 units per semester;*
- b. At the state college, an expectation of 24 instructional units per academic year, or 12 units each semester;*
- c. At the community colleges, an expectation of 30 instructional units per academic year, or 15 units per semester;*
- d. As it applies to a, b, and c, reassignments from the expected teaching load as well as course overloads must be approved in advance by the appropriate*

vice president, president, or at an alternative level to be determined by the institution;

- e. The aforementioned expectations do not apply to the instructional faculty of the University of Nevada School of Medicine, the UNLV School of Dental Medicine, and the William S. Boyd School of Law.*

It is instructive to compare NSHE's workload expectations with the recommendations of the American Association of University Professors (AAUP) in its *Statement on Faculty Workload*. The AAUP recommends a maximum teaching load of 12 hours per week at the undergraduate level and 9 hours per week for instruction partly or entirely at the graduate level. In addition to their recommendations for maximum teaching loads, the AAUP also endorses *preferable* teaching loads of 9 hours at the undergraduate level and 6 hours when graduate level instruction is included. The preferred teaching loads are those "achieved by our leading colleges and universities ... [and] ... provide as reliable a guide as may be found for teaching loads in any institutions intending to achieve and maintain excellence in faculty performance."

Out-of-classroom Activities

In addition to instructional workload, faculty throughout the NSHE may be expected to engage in scholarship, research, or other creative activities, in serving the institution and the public. Out-of-classroom activities are collected for each regular faculty member and aggregated for each institution. Data depicting out-of-classroom activities are reported by individual faculty and collected from information found in annual evaluations. Ultimately, all information is validated by administrative supervisors before it is reported to System Administration. Detailed definitions have been established for each out-of-classroom activity indicator (see Appendix F and Appendix G).

Notes on the Data

The following caveats point to some of the limitations that impact the analysis and reporting of faculty workload data provided herein.

1. Results depict workload of all faculty available for instruction, regardless of assignment. In other words, the workload of all faculty, with the exception of those on sabbatical or some form of leave, are represented in the aggregated institutional workloads. Faculty with all or a portion of their instructional workloads reassigned (e.g. for purposes such as administration, research, oversized classes, professional development, etc.) are included in the data. It should also be noted that workload averages for regular faculty do not include credit hours taught as overload (e.g. credits taught above expected semester teaching load and with extra compensation received).
2. Workload results for the universities include faculty teaching at the undergraduate, master's, and doctoral levels, or a mixture of any of the three. Faculty heavily involved in doctoral education have reduced instructional workload expectations, a factor that must be taken into consideration when analyzing aggregated teaching loads at the universities.

3. At the community colleges, course credit hours and actual in-class contact hours with students may not align in some vocational or allied health programs. As a result, contact hours are collected in addition to credit hours taught and should be considered when reviewing teaching loads at the community colleges.

Definitions

The following are definitions used in reviewing faculty workload results:

Regular Faculty: Regular faculty are defined as those individuals who are hired for the purpose of doing teaching, and who may also do research and/or service. They are characterized by a recurring contractual relationship in which the individual and the institution both assume a continuing appointment. These faculty are typically tenured, tenure-eligible, or non-tenure track.

Regular Faculty Overload: Regular faculty teaching credits above their expected semester teaching load and receiving extra compensation over and above their regular contract.

Supplemental Faculty: Courses generating state supported FTE that are taught by instructors other than regular faculty. Supplemental faculty are characterized by a non-recurring appointment and includes adjuncts, LOAs, and administrators or professional personnel at the institution who teach but whose primary job responsibility is non-faculty.

Faculty Reassignments: Faculty may be reassigned from all or part of their instructional workload for a variety of reasons (administrative, research, oversized classes, professional development, etc.). Faculty heavily involved in doctoral-level instruction such as dissertation, clinics, independent study, internships, and similar activities related to instruction are not reported as reassigned for the individualized doctoral-level instruction; instead their teaching activities are captured in either organized or individualized instruction.

Organized Instruction: A course which is provided principally by means of regularly scheduled classes meeting in classrooms or similar facilities at stated times (includes distance education courses).

Individualized Instruction: A course in which instruction is not conducted in regularly scheduled class meetings. Includes "readings" or "special topics" courses, "problems" or "research" courses, including dissertation/thesis research, and "individual lesson" courses (typically in music and fine arts).

Class Section: An individual class that is taught by an instructor(s) with a unique set of students. When possible, dual or cross listed class sections taught at the same level of instruction are not double counted.

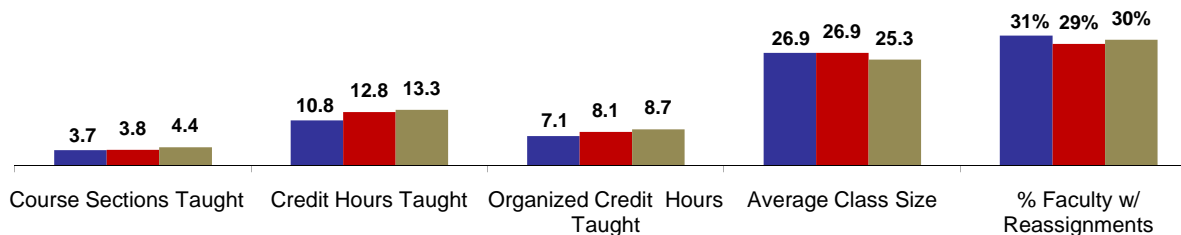
Instructional Workload Summary

NSHE Faculty Workload Report

Aggregated Data by Institutional Type
Faculty workload data are collected in the fall of every even-numbered year.

Universities

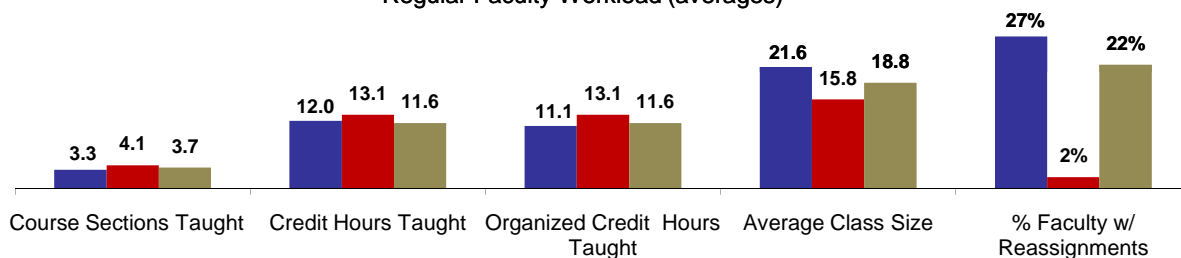
Regular Faculty Workload (averages)



Average Regular Faculty Workload	Course Sections Taught	Credit Hours Taught	Organized Credit Hours Taught	Average Class Size	% Faculty w/ Reassignments
Fall 2004	3.7	10.8	7.1	26.9	31
Fall 2006	3.8	12.8	8.1	26.9	29
Fall 2008	4.4	13.3	8.7	25.3	30

State College

Regular Faculty Workload (averages)

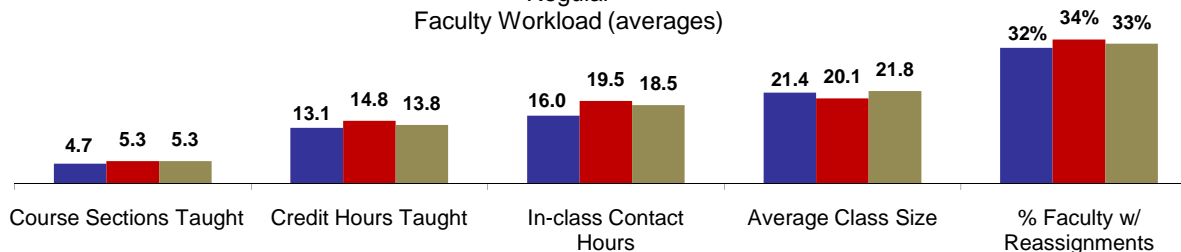


Average Regular Faculty Workload	Course Sections Taught	Credit Hours Taught	Organized Credit Hours Taught	Average Class Size	% Faculty w/ Reassignments
Fall 2004	3.3	12.0	11.1	21.6	27
Fall 2006	4.1	13.1	13.1	15.8	2
Fall 2008	3.7	11.6	11.6	18.8	22

Note that the actual change is only six reassigned faculty in Fall 2004 to one in Fall 2006.

Community Colleges

Regular Faculty Workload (averages)



Average Regular Faculty Workload	Course Sections Taught	Credit Hours Taught	In-class Contact Hours	Average Class Size	% Faculty w/ Reassignments
Fall 2004	4.7	13.1	16.0	21.4	32
Fall 2006	5.3	14.8	19.5	20.1	34
Fall 2008	5.3	13.8	18.5	21.8	33

Instructional Workload - *Universities*

NSHE Faculty Workload 2008

Aggregated data for UNLV & UNR

Instructional Workload - Fall 2008

Information depicting workload of faculty occurring in the classroom.

Instructional workload averages for all regular faculty available for instruction include those with a portion of their instructional duties reassigned for administrative purposes and/or special projects. Workload averages for regular faculty do not include credit hours taught as overload.

Supplemental faculty are instructors other than regular faculty including adjuncts, LOAs, administrators whose primary job responsibility is non-faculty.

Faculty FTE Available for Instruction:

(does not include sabbaticals, faculty on leave, or unfilled faculty positions)

	Regular Faculty	Supplemen- tal Faculty	All Faculty
UNLV:	738.5	282.0	1020.5
UNR:	491.1	170.0	661.0

Organized Instruction

Instruction occurring in regularly scheduled classes meeting at designated times and places (includes distance education courses).

UNLV	Class Sections Taught	Class Section Enrollment	Credit Hours Taught	Student Credit Hours Taught
Regular Faculty	3.0	26.2	8.4	227.5
Supplemental Faculty	6.2	27.2	14.9	422.9
All Faculty	3.9	26.6	10.2	281.5
UNR	Class Sections Taught	Class Section Enrollment	Credit Hours Taught	Student Credit Hours Taught
Regular Faculty	3.6	24.2	9.1	234.5
Supplemental Faculty	5.9	23.4	12.2	302.8
All Faculty	4.2	23.9	9.9	252.1

Individualized Instruction:

Instruction where regular in-class contact between faculty and students does not occur (examples: internships, independent studies, dissertation/thesis research).

UNLV	Class Sections Taught	Class Section Enrollment	Credit Hours Taught	Student Credit Hours Taught
Regular Faculty	0.6	3.1	3.2	6.3
Supplemental Faculty	0.1	2.1	0.2	0.3
All Faculty	0.5	3.1	2.3	4.7
UNR	Class Sections Taught	Class Section Enrollment	Credit Hours Taught	Student Credit Hours Taught
Regular Faculty	2.1	3.1	6.8	19.9
Supplemental Faculty	1.1	6.1	3.4	17.8
All Faculty	1.8	3.5	5.9	19.4

Reassignments - Regular Faculty:

Faculty reassignments from all or part of their instructional workload for a variety of reasons (administrative, research, oversized classes, professional development, etc.)

	Credit Hours Reassigned	% of Faculty with Reassignments	Adjusted Credit Hour Workload ¹
University Average	3.5	30%	9.8
UNLV	3.5	34%	9.7
UNR	3.4	23%	10.1

¹Adjusted Credit Hour Workload: computed instructional workload calculated by adding the number of reassigned credit hours to organized instructional credit hours and dividing by faculty FTE available for instruction.

Instructional Workload - *Universities*

NSHE Faculty Workload 2008

Aggregated data for UNLV & UNR

Instructional Workload (cont.)

Information depicting workload of faculty occurring in the classroom.

Undergraduate Instruction

(Credit Hours):

Percent of organized credit hours taught by faculty assignment by credit hours.

	University Average	UNLV	UNR
% Taught by Regular Faculty	52.6%	49.0%	59.1%
% Taught by Supplemental Faculty	47.4%	51.0%	40.9%
Full-time Faculty Overload	0.3%	0.4%	0.0%
Part-time/Adjunct	30.5%	33.7%	24.5%
Teaching Assistants	14.1%	15.7%	11.2%
Other ²	2.6%	1.1%	5.2%

Undergraduate Instruction (SCH): Percent of organized student credit hours taught by faculty assignment. Student credit hours (SCH) represent the sum of the products of the number of students enrolled in each course section multiplied by the credit hour value assigned to each course section.

	University Average	UNLV	UNR
% Taught by Regular Faculty	58.1%	53.4%	66.4%
% Taught by Supplemental Faculty	41.9%	46.6%	33.6%
Full-time Faculty Overload	0.3%	0.5%	0.0%
Part-time/Adjunct	27.9%	31.1%	22.2%
Teaching Assistants	12.2%	14.5%	8.1%
Other ²	1.5%	0.5%	3.4%

Graduate Instruction:

Percent of organized credit hours taught by faculty assignment.

	University Average	UNLV	UNR
% Taught by Regular Faculty	87.6%	87.7%	87.4%
% Taught by Supplemental Faculty	12.4%	12.3%	12.6%
Full-time Faculty Overload	1.0%	1.4%	0.0%
Part-time/Adjunct	9.1%	10.1%	6.6%
Teaching Assistants	0.5%	0.5%	0.2%
Other ²	1.8%	0.3%	5.9%

²Classes taught by instructors other than full-time, part-time, or TA's (examples include volunteers, administrative faculty, emeritus faculty, etc.)

Doctoral Instruction:

Percent of regular faculty involved in doctoral instruction

	University Average	UNLV	UNR
% of regular faculty with doctoral student enrollment in at least one class section	42.9%	40.8%	46.1%

Instructional Workload - State College

NSHE Faculty Workload Report 2008

Aggregated data for NSC

Instructional Workload - Fall 2008

Information depicting workload of faculty occurring in the classroom.

Instructional workload averages for all regular faculty available for instruction include those with a portion of their instructional duties reassigned for administrative purposes and/or special projects. Workload averages for regular faculty do not include credit hours taught as overload. Supplemental faculty are instructors other than regular faculty including adjuncts, LOAs, administrators whose primary job responsibility is non-faculty.

Faculty FTE Available for Instruction:

(does not include sabbaticals, faculty on leave, or unfilled faculty positions)

	Regular Faculty	Supplemental Faculty	All Faculty
NSC:	52.5	54.2	106.7

Organized Instruction:

Instruction occurring in regularly scheduled classes meeting at designated times and places (includes distance education courses).

	Class Sections Taught	Class Section Enrollment	Credit Hours Taught	Student Credit Hours Taught
Regular Faculty	3.7	18.8	11.6	219.0
Supplemental Faculty	2.3	20.4	7.3	139.9
All Faculty	3.0	19.4	9.4	178.8

Reassignments:

Faculty reassignments from all or part of their instructional workload for a variety of reasons (administrative, research, oversized classes, professional development, etc.)

Average Regular Faculty Reassignments	Credit Hours Reassigned	% of Faculty with Reassignments	Adjusted Credit Hour Workload ¹
NSC	37.0	22%	12.3

¹Adjusted Credit Hour Workload: computed instructional workload calculated by adding the number of reassigned credit hours to organized instructional credit hours and dividing by faculty FTE available for instruction.

Undergraduate

Instruction (Credit Hours):

Percent of organized credit hours taught by faculty assignment by credit hours.

% Taught by Regular Faculty	60.8%
% Taught by Supplemental Faculty	39.2%
Regular Faculty Overload	0.0%
Part-time/Adjunct	39.2%

Undergraduate

Instruction (Student Credit Hours):

Percent of organized credit hours taught by faculty assignment. Student credit hours (SCH) Student Credit Hours represent the sum of the products of the number of students enrolled in each course section multiplied by the credit hour value assigned to each course section.

% Taught by Regular Faculty	60.3%
% Taught by Supplemental Faculty	39.7%
Regular Faculty Overload	0.0%
Part-time/Adjunct	39.7%

²Classes taught by instructors other than Regular, part-time, or TA's (examples include volunteers, administrative faculty, emeritus faculty, etc.)

Instructional Workload - Community Colleges

NSHE Faculty Workload Report 2008

Aggregated data for CSN, GBC, TMCC, & WNC

Instructional Workload - Fall 2008

Information depicting workload of faculty occurring in the classroom.

Instructional workload averages included all Regular faculty available for instruction, including those with a portion of their instructional duties reassigned for administrative purposes and special projects. Workload averages do not include credit hours taught by Regular faculty as overload.

Faculty FTE Available for Instruction:		Regular Faculty	Supplemental Faculty	All Faculty
(does not include sabbaticals, faculty on leave, or unfilled faculty positions)	CSN	429.2	430.8	860.0
	GBC	57.27	70.3	127.6
	TMCC	155.4	153.3	308.7
	WNC	62.72	75.9	138.6

Organized Instruction: Instruction occurring in regularly scheduled classes meeting at designated times and places (includes distance education courses).

	Class Sections Taught	Class Section Enrollment	Credit Hours Taught	Contact Hours Taught	Student Credit Hours Taught
CSN					
Regular Faculty	5.1	23.3	12.9	16.7	355.7
Supplemental Faculty	5.3	23.8	16.5	17.3	370.3
All Faculty	5.2	23.6	14.7	17.0	363.0
GBC					
Regular Faculty	5.6	12.1	17.7	18.7	227.5
Supplemental Faculty	6.0	12.5	15.6	15.6	198.1
All Faculty	5.8	12.3	16.5	17.0	211.3
TMCC					
Regular Faculty	4.0	23.7	12.2	18.5	292.4
Supplemental Faculty	5.2	23.8	15.0	22.1	366.9
All Faculty	4.6	23.7	13.6	20.3	329.4
WNC					
Regular Faculty	5.9	17.9	16.3	17.2	311.8
Supplemental Faculty	6.2	13.8	14.9	14.3	223.7
All Faculty	6.1	15.6	15.6	15.6	263.6

Individualized Instruction: Instruction where regular in-class contact between faculty and students does not occur (examples: internships, independent studies, dissertation/thesis research).

	Class Sections Taught	Class Section Enrollment	Credit Hours Taught	Contact Hours Taught	Student Credit Hours Taught
CSN					
Regular Faculty	0.4	7.5	0.4	1.9	2.9
Supplemental Faculty	0.1	7.9	0.1	0.7	0.4
All Faculty	0.2	7.6	0.2	1.3	1.6
GBC					
Regular Faculty	0.3	1.2	1.0	0.0	1.3
Supplemental Faculty	0.2	9.5	0.4	0.0	2.2
All Faculty	0.2	4.4	0.7	0.0	1.8
TMCC					
Regular Faculty	0.1	6.2	0.2	0.4	1.6
Supplemental Faculty	0.1	4.1	0.3	0.4	1.3
All Faculty	0.1	5.0	0.3	0.4	1.4
WNC					
Regular Faculty	0.1	1.8	0.4	0.0	0.6
Supplemental Faculty	0.0	1.0	0.0	0.0	0.0
All Faculty	0.1	1.7	0.2	0.0	0.3

Instructional Workload - *Community Colleges*

NSHE Faculty Workload Report 2008

Aggregated data for CSN, GBC, TMCC, & WNC

Instructional Workload (cont.)

Information depicting workload of faculty occurring in the classroom.

Reassignments:

Faculty reassignments from all or part of their instructional workload for a variety of reasons (administrative, research, oversized classes, professional development, etc.)

Average Regular Faculty Reassignments	Credit Hours Reassigned	% of Faculty with Reassignments	Adjusted Credit Hour Workload ¹
CC Average	4.0	33%	14.8
CSN	3.7	42%	14.5
GBC	2.5	15%	18.1
TMCC	5.9	19%	13.4
WNC	5.4	24%	17.8

¹Adjusted Credit Hour Workload: computed instructional workload calculated by adding the number of reassigned credit hours to organized instructional credit hours and dividing by faculty FTE available for instruction.

Undergraduate Instruction (Credit Hours):

Percent of organized credit hours taught by faculty assignment by credit hours.

	<u>CC Average</u>	<u>CSN</u>	<u>GBC</u>	<u>TMCC</u>	<u>WNC</u>
% Taught by Regular Faculty	45%	44%	48%	45%	47%
% Taught by Supplemental Faculty	55%	56%	52%	55%	53%
Regular Faculty Overload	5%	5%	14%	4%	0%
Part-time/Adjunct	50%	51%	38%	51%	53%

Undergraduate Instruction (Student Credit Hours):

Percent of organized credit hours taught by faculty assignment. Student credit hours (SCH) Student Credit Hours represent the sum of the products of the number of students enrolled in each course section multiplied by the credit hour value assigned to each course section.

	<u>CC Average</u>	<u>CSN</u>	<u>GBC</u>	<u>TMCC</u>	<u>WNC</u>
% Taught by Regular Faculty	48%	49%	48%	45%	54%
% Taught by Supplemental Faculty	52%	51%	52%	55%	47%
Regular Faculty Overload	2%	0%	16%	4%	0%
Part-time/Adjunct	50%	51%	36%	51%	47%

Out-of-Classroom Activities - *Universities*

NSHE Faculty Workload Report 2008

Aggregated data for UNLV & UNR

Out-of-Classroom Activities

Out-of-classroom activities engaged in by regular faculty during the most recently completed evaluation period.

	University Aggregate		UNLV		UNR	
	Total	Average	Total	Average	Total	Average
1. Total number of regular faculty FTE included in data collection.	1,358.9		822.0		536.93	
2. Number of activities related to recognized or visible service to profession (e.g., serve on a regional or national committee, external accreditation involvement, etc.).	2,125	1.6	1,391	1.7	734	1.4
3. Number of outreach activities related to field of expertise (e.g., community workshops, seminars, demonstrations, etc.).	2,865	2.1	2,260	2.7	605	1.1
4. Number of activities related to institutional or system-wide service (e.g., faculty senate, tenure committees, search committees, faculty committees, system committees, assessment, etc.).	5,080	3.7	2,963	3.6	2,117	3.9
5. Number of leadership positions held in a professional association (e.g., elected officer, committee chair, conference chair, etc.).	1,340	1.0	594	0.7	746	1.4
6. Number of new courses developed, or existing courses in which you have significantly redesigned the pedagogy or curriculum.	1,816	1.3	1,125	1.4	691	1.3
7. Number of formal presentations made at state, regional, national, and international professional meetings.	3,847	2.8	2,271	2.8	1,576	2.9
8. Number of clinical, practicum, or internship students formally assigned to you.	4,734	3.5	3,502	4.3	1,232	2.3
9. Total number of students advised.	28,074	20.7	15,006	18.3	13,068	24.3
10. Number of peer reviews conducted.	2,212	1.6	2,212	2.7		0.0
11. Number of recruitment and/or promotional activities in which you have participated.	1,599	1.2	1,576	1.9	23	0.0
12. Number of external grants, contract proposals, and/or scholarly fellowship proposals submitted.	1,607	1.2	866	1.1	741	1.4
13. Number of newly-awarded external grants, contracts, and/or scholarly fellowships awarded to institution on your behalf.	779	0.6	324	0.4	455	0.8

Out-of-Classroom Activities - *Universities*

NSHE Faculty Workload Report 2008

Aggregated data for UNLV & UNR

Out-of-Classroom Activities

Out-of-classroom activities engaged in by regular faculty during the most recently completed evaluation period.

	University Aggregate		UNLV		UNR	
	Total	Average	Total	Average	Total	Average
14. Total dollar value for the externally funded grants, contracts, and/or scholarly fellowships reported in Item 13.	\$315,340,799	\$232,051	\$118,152,220	\$143,737	\$197,188,579	\$367,252
15. Number of active or ongoing external grants, contracts, and/or scholarly fellowships on which you are working.	1,474	1.1	617	0.8	857	1.6
16. Number of journal articles and/or book chapters published.	2,227	1.6	1,248	1.5	979	1.8
17. Number of single-author or joint-author books or monographs published.	201	0.1	125	0.2	76	0.1
18. Number of books, collections, and monographs edited.	248	0.2	82	0.1	166	0.3
19. Number of invited reviews of books and/or manuscripts.	4,453	3.3	1,727	2.1	2,726	5.1
20. Number of juried shows, commissioned performances, or competitive exhibitions presented in a physical or an electronic venue.	637	0.5	602	0.7	35	0.1
21. Number of editorial positions held.	757	0.6	494	0.6	263	0.5
22. Number of provisional or issued licensing agreements or patents registered.	39	0.0	16	0.0	23	0.0
23. Number of active thesis/dissertation committees where you served as first reader or chair.	3,069	2.3	1,861	2.3	1,208	2.2
24. Number of active thesis/dissertation committees where you served in a non-chairing role.	4,239	3.1	2,736	3.3	1,503	2.8
25. Number of undergraduate students formally engaged in research with you as the faculty mentor.	2,362	1.7	1,066	1.3	1,296	2.4
26. Number of students (undergraduate and/or graduate) who have jointly authored a journal article or book chapter with you as the faculty mentor.	1,487	1.1	475	0.6	1,012	1.9
27. Number of students (undergraduate and/or graduate) who have jointly presented a paper at a professional meeting with you as the faculty mentor.	1,586	1.2	766	0.9	820	1.5

Out-of-Classroom Activities - *Universities*

NSHE Faculty Workload Report 2004 - 2008 Comparisons

Aggregated data for UNLV & UNR

Out-of-Classroom Activities

Out-of-classroom activities engaged in by regular faculty during the most recently completed evaluation period.

	2004		2006		2008	
	Total	Average	Total	Average	Total	Average
1. Total number of regular faculty FTE included in data collection.	1,232.5		1,357.0		1,358.9	
2. Number of activities related to recognized or visible service to profession (e.g., serve on a regional or national committee, external accreditation involvement, etc.).	2,199	1.8	1,838	1.4	2,125	1.6
3. Number of outreach activities related to field of expertise (e.g., community workshops, seminars, demonstrations, etc.).	3,875	3.1	2,373	1.7	2,865	2.1
4. Number of activities related to institutional or system-wide service (e.g., faculty senate, tenure committees, search committees, faculty committees, system committees, assessment, etc.).	4,734	3.8	4,434	3.3	5,080	3.7
5. Number of leadership positions held in a professional association (e.g., elected officer, committee chair, conference chair, etc.).	856	0.7	1,151	0.8	1,340	1.0
6. Number of new courses developed, or existing courses in which you have significantly redesigned the pedagogy or curriculum.	1,783	1.4	2,014	1.5	1,816	1.3
7. Number of formal presentations made at state, regional, national, and international professional meetings.	3,353	2.7	3,746	2.8	3,847	2.8
8. Number of clinical, practicum, or internship students formally assigned to you.	5,565	4.5	5,574	4.1	4,734	3.5
9. Total number of students advised.	34,620	28.1	32,345	23.8	28,074	20.7
10. Number of peer reviews conducted.	4,316	3.5	2,313	1.7	2,212	1.6
11. Number of recruitment and/or promotional activities in which you have participated.	1,987	1.6	1,369	1.0	1,599	1.2
12. Number of external grants, contract proposals, and/or scholarly fellowship proposals submitted.	1,583	1.3	739	0.5	1,607	1.2
13. Number of newly-awarded external grants, contracts, and/or scholarly fellowships awarded to the institution on your behalf.	684	0.6	601	0.4	779	0.6

Out-of-Classroom Activities - *Universities*

NSHE Faculty Workload Report 2004 - 2008 Comparisons

Aggregated data for UNLV & UNR

Out-of-Classroom Activities

Out-of-classroom activities engaged in by regular faculty during the most recently completed evaluation period.

	2004		2006		2008	
	Total	Average	Total	Average	Total	Average
14. Total dollar value for the externally funded grants, contracts, and/or scholarly fellowships reported in Item 13.	\$96,476,761	\$78,277	\$128,898,514	\$94,990	\$315,340,799	\$232,051
15. Number of active or ongoing external grants, contracts, and/or scholarly fellowships on which you are working.	1,264	1.0	1,076	0.8	1,474	1.1
16. Number of journal articles and/or book chapters published.	1,994	1.6	1,983	1.5	2,227	1.6
17. Number of single-author or joint-author books or monographs published.	242	0.2	199	0.1	201	0.1
18. Number of books, collections, and monographs edited.	304	0.2	317	0.2	248	0.2
19. Number of invited reviews of books and/or manuscripts.	2,741	2.2	3,685	2.7	4,453	3.3
20. Number of juried shows, commissioned performances, or competitive exhibitions presented in a physical or an electronic venue.	1,175	1.0	527	0.4	637	0.5
21. Number of editorial positions held.	590	0.5	597	0.4	757	0.6
22. Number of provisional or issued licensing agreements or patents registered.	59	0.0	51	0.0	39	0.0
23. Number of active thesis/dissertation committees where you served as first reader or chair.	1,294	1.0	2,455	1.8	3,069	2.3
24. Number of active thesis/dissertation committees where you served in a non-chairing role.	3,297	2.7	3,844	2.8	4,239	3.1
25. Number of undergraduate students formally engaged in research with you as the faculty mentor.	2,930	2.4	1,996	1.5	2,362	1.7
26. Number of students (undergraduate and/or graduate) who have jointly authored a journal article or book chapter with you as the faculty mentor.	1,124	0.9	1,830	1.3	1,487	1.1
27. Number of students (undergraduate and/or graduate) who have jointly presented a paper at a professional meeting with you as the faculty mentor.	1,033	0.8	1,452	1.1	1,586	1.2

Out-of-Classroom Activities - State College

NSHE Faculty Workload Report 2008

Aggregated data for NSC

Out-of-Classroom Activities

Out-of-classroom activities engaged in by regular faculty during the most recently completed evaluation period.

	NSC	
	Total	Average
1. Total number of regular faculty FTE included in data collection.	52.5	
2. Number of activities related to recognized or visible service to profession (e.g. serve on a regional or national committee, external accreditation involvement, etc.).	38	0.7
3. Number of outreach activities related to field of expertise (e.g., community workshops, seminars, demonstrations, etc.).	79	1.5
4. Number of activities related to institutional or system-wide service (e.g., faculty senate, tenure committees, search committees, faculty committees, system committees, assessment, etc.).	165	3.1
5. Number of leadership positions held in a professional association (e.g., elected officer, committee chair, conference chair, etc.).	25	0.5
6. Number of new courses developed, or existing courses in which you have significantly redesigned the pedagogy or curriculum.	109	2.1
7. Number of formal presentations made at state, regional, national, and international professional meetings.	40	0.8
8. Number of clinical, practicum, or internship students formally assigned to you.	246	4.7
9. Total number of students advised.	791	15.1
10. Number of peer reviews conducted.	55	1.0
11. Number of recruitment and/or promotional activities in which you have participated.	76	1.4
12. Number of external grants, contract proposals, and/or scholarly fellowship proposals submitted.	7	0.1
13. Number of newly-awarded external grants, contracts, and/or scholarly fellowships awarded to the institution on your behalf.	5	0.1
14. Total dollar value for the externally funded grants, contracts, and/or scholarly fellowships reported in Item 13.	\$994,444	\$18,942
15. Number of active or ongoing external grants, contracts, and/or scholarly fellowships on which you are working.	10	0.2
16. Number of journal articles and/or book chapters published.	20	0.4
17. Number of single-author or joint-author books or monographs published.	18	0.3
18. Number of books, collections, and monographs edited.	2	0.0

Out-of-Classroom Activities - *State College*

NSHE Faculty Workload Report 2008

Aggregated data for NSC

Out-of-Classroom Activities

Out-of-classroom activities engaged in by regular faculty during the most recently completed evaluation period.

	NSC	
	Total	Average
19. Number of invited reviews of books and/or manuscripts.	23	0.4
20. Number of juried shows, commissioned performances, or competitive exhibitions presented in a physical or an electronic venue.	4	0.1
21. Number of editorial positions held.	4	0.1
22. Number of undergraduate students formally engaged in research with you as the faculty mentor.	0	0.0

Out-of-Classroom Activities - State College

NSHE Faculty Workload Report 2004 - 2008 Comparisons

Aggregated data for NSC

Out-of-Classroom Activities Out-of-classroom activities engaged in by regular faculty during the most recently completed evaluation period.

	2004		2006		2008	
	Total	Average	Total	Average	Total	Average
1. Total number of regular faculty FTE included in data collection.	22		35		52.5	
2. Number of activities related to recognized or visible service to profession (e.g. serve on a regional or national committee, external accreditation involvement, etc).	29	1.3	79	2.3	38	0.7
3. Number of outreach activities related to field of expertise (e.g., community workshops, seminars, demonstrations, etc.).	54	2.5	70	2.0	79	1.5
4. Number of activities related to institutional or system-wide service (e.g., faculty senate, tenure committees, search committees, faculty committees, system committees, assessment, etc.).	102	4.6	120	3.4	165	3.1
5. Number of leadership positions held in a professional association (e.g., elected officer, committee chair, conference chair, etc.).	22	1.0	25	0.7	25	0.5
6. Number of new courses developed, or existing courses in which you have significantly redesigned the pedagogy or curriculum.	65	3.0	76	2.2	109	2.1
7. Number of formal presentations made at state, regional, national, and international professional meetings.	24	1.1	26	0.7	40	0.8
8. Number of clinical, practicum, or internship students formally assigned to you.	253	11.5	337	9.6	246	4.7
9. Total number of students advised.	1,382	62.8	471	13.5	791	15.1
10. Number of peer reviews conducted.	28	1.3	72	2.1	55	1.0
11. Number of recruitment and/or promotional activities in which you have participated.	96	4.4	56	1.6	76	1.4
12. Number of external grants, contract proposals, and/or scholarly fellowship proposals submitted.	9	0.4	19	0.5	7	0.1
13. Number of newly-awarded external grants, contracts, and/or scholarly fellowships awarded to the institution on your behalf.	4	0.2	4	0.1	5	0.1
14. Total dollar value for the externally funded grants, contracts, and/or scholarly fellowships reported in Item 13.	\$673,199	\$30,600	\$255,000	\$7,286	\$994,444	\$18,942
15. Number of active or ongoing external grants, contracts, and/or scholarly fellowships on which you are working.	8	0.4	8	0.2	10	0.2
16. Number of journal articles and/or book chapters published.	20	0.9	29	0.8	20	0.4
17. Number of single-author or joint-author books or monographs published.	1	0.0	10	0.3	18	0.3
18. Number of books, collections, and monographs edited.	0	0.0	7	0.2	2	0.0
19. Number of invited reviews of books and/or manuscripts.	1	0.0	9	0.3	23	0.4
20. Number of juried shows, commissioned performances, or competitive exhibitions presented in a physical or an electronic venue.	4	0.2	0	0.0	4	0.1
21. Number of editorial positions held.	1	0.0	3	0.1	4	0.1
22. Number of undergraduate students formally engaged in research with you as the faculty mentor.	15	0.7	2	0.1	0	0.0

Out-of Classroom Activities - *Community College*

NSHE Faculty Workload Report 2008

Aggregated data for CSN, GBC, TMCC, & WNC

Out-of-Classroom Activities

Out-of-classroom activities engaged in by regular faculty during the most recently completed evaluation period.

	CC Aggregate		CSN		GBC		TMCC		WNC	
	Total	Average	Total	Average	Total	Average	Total	Average	Total	Average
1. Total number of regular faculty FTE included in data collection.	676.1		439.8		57.3		126.0		53.1	
2. Number of courses where faculty have updated and/or redesigned pedagogy or curriculum.	1,946	2.9	1,095	2.5	266	4.6	397	3.2	188	3.5
3. Number of new or significantly redesigned courses requiring institutional approval.	509	0.8	278	0.6	94	1.6	137	1.1	66	1.2
4. Number of peer reviews performed by faculty.	1,283	2.1	740	1.7	215	3.8	328	2.6	100	1.9
5. Total number of students given academic advisement by faculty.	20,167	29.8	14,993	34.1	1,496	26.1	3,678	29.2	2,039	38.4
6. Number of clinical, practicum, or internship, self-paced, and service learning students formally assigned to faculty.	3,699	5.5	2,277	5.2	442	7.7	549	4.4	431	8.1
7. Number of faculty activities related to institutional service.	3,082	4.6	1,797	4.1	276	4.8	721	5.7	288	5.4
8. Number of recruitment activities participated in by faculty.	1,324	2.0	739	1.7	162	2.8	266	2.1	157	3.0
9. Number of faculty activities related to system service.	686	1.0	443	1.0	92	1.6	69	0.5	82	1.5
10. Number of faculty outreach activities related to field of expertise.	1,537	2.3	1,012	2.3	145	2.5	251	2.0	129	2.4
11. Number of leadership positions in a professional, technical, or occupational association.	435	0.6	304	0.7	23	0.4	64	0.5	44	0.8

Out-of Classroom Activities - *Community College*

NSHE Faculty Workload Report 2008

Aggregated data for CSN, GBC, TMCC, & WNC

Out-of-Classroom Activities

Out-of-classroom activities engaged in by regular faculty during the most recently completed evaluation period.

	CC Aggregate		CSN		GBC		TMCC		WNC	
	Total	Average	Total	Average	Total	Average	Total	Average	Total	Average
12. Number of faculty activities related to recognized or visible service to profession.	819	1.2	512	1.2	64	1.1	110	0.9	133	2.5
13. Number of formal presentations made by faculty at local, state, regional, national, and international professional, technical, or occupational professional meetings.	583	0.9	394	0.9	33	0.6	78	0.6	78	1.5
14. Number of faculty memberships in discipline-related professional, technical, or occupational organizations.	1,222	2.0	725	1.6	105	1.8	257	2.0	135	2.5
15. Number of professional, technical, or occupational conferences and seminars attended by faculty.	1,199	1.9	709	1.6	73	1.3	292	2.3	125	2.4
16. Number of updated/renewed national or industry standards certifications and updated/renewed licensures.	442	0.7	266	0.6	60	1.0	59	0.5	57	1.1
17. Number of industry liaisons for factory updates re: training, safety, equipment, and specifications.	303	0.5	171	0.4	13	0.2	57	0.5	62	1.2
18. Number of occupational/industry internship programs for students.	361	0.6	278	0.6	33	0.6	24	0.2	26	0.5
19. Number of significant artistic creations in the fine arts, performing arts, or visual arts.	487	0.7	316	0.7	13	0.2	98	0.8	60	1.1
20. Number of significant scholarly and/or research activities.	492	0.7	329	0.7	31	0.5	76	0.6	56	1.1

Out-of Classroom Activities - *Community College*

NSHE Faculty Workload Report 2004 - 2008 Comparisons

Aggregated data for CSN, GBC, TMCC, & WNC

Out-of-Classroom Activities

Out-of-classroom activities engaged in by regular faculty during the most recently completed evaluation period.

	2004		2006		2008	
	Total	Average	Total	Average	Total	Average
1. Total number of regular faculty FTE included in data collection.	550.5		702.9		676.1	
2. Number of courses where faculty have updated and/or redesigned pedagogy or curriculum.	1,764	3.2	1,702	2.4	1,946	2.9
3. Number of new or significantly redesigned courses requiring institutional approval.	658	1.3	509	0.8	509	0.8
4. Number of peer reviews performed by faculty.	1,536	3.1	1,299	2.1	1,283	2.1
5. Total number of students given academic advisement by faculty.	21,336	38.8	19,887	28.3	20,167	29.8
6. Number of clinical, practicum, or internship, self-paced, and service learning students formally assigned to faculty.	4,302	7.8	5,070	7.2	3,699	5.5
7. Number of faculty activities related to institutional service.	3,128	5.7	3,577	5.1	3,082	4.6
8. Number of recruitment activities participated in by faculty.	1,550	2.8	1,418	2.0	1,324	2.0
9. Number of faculty activities related to system service.	834	1.5	496	0.7	686	1.0
10. Number of faculty outreach activities related to field of expertise.	1,780	3.2	1,459	2.1	1,537	2.3
11. Number of leadership positions in a professional, technical, or occupational association.	397	0.7	375	0.5	435	0.6

Out-of Classroom Activities - *Community College*

NSHE Faculty Workload Report 2004 - 2008 Comparisons

Aggregated data for CSN, GBC, TMCC, & WNC

Out-of-Classroom Activities

Out-of-classroom activities engaged in by regular faculty during the most recently completed evaluation period.

	2004		2006		2008	
	Total	Average	Total	Average	Total	Average
12. Number of faculty activities related to recognized or visible service to profession.	881	1.6	913	1.3	819	1.2
13. Number of formal presentations made by faculty at local, state, regional, national, and international professional, technical, or occupational professional meetings.	878	1.6	533	0.8	583	0.9
14. Number of faculty memberships in discipline-related professional, technical, or occupational organizations.	1,056	2.2	1,492	2.4	1,222	2.0
15. Number of professional, technical, or occupational conferences and seminars attended by faculty.	1,154	2.4	1,284	2.0	1,199	1.9
16. Number of updated/renewed national or industry standards certifications and updated/renewed licensures.	416	0.9	450	0.7	442	0.7
17. Number of industry liaisons for factory updates re: training, safety, equipment, and specifications.	436	0.9	249	0.4	303	0.5
18. Number of occupational/industry internship programs for students.	527	1.1	411	0.7	361	0.6
19. Number of significant artistic creations in the fine arts, performing arts, or visual arts.	641	1.2	613	0.9	487	0.7
20. Number of significant scholarly and/or research activities.	851	1.5	529	0.8	492	0.7

Appendix A

NSHE Board of Regents' *Handbook* Title 4, Chapter 3, Section 3

Section 3. Faculty Workload Policy

1. The Board of Regents of the Nevada System of Higher Education (NSHE) recognizes the distinct and unique missions of its member institutions, each of which serves the needs of the citizens of the State of Nevada through a combination of quality teaching, scholarly research or creative activity, and service. The way in which these activities are combined to set the individual faculty member's workload depends primarily on the mission of the institution and the constituencies it serves.
2. The NSHE Code defines the primary areas of faculty responsibility for all higher education institutions in Nevada, and these areas are reinforced throughout the Code in standards for tenure and annual evaluation.
3. With the exception of faculty members at the Desert Research Institute, all NSHE instructional faculty members are expected to teach; develop curriculum; conduct other instructional activities including advising, grading, and preparing for classes; maintain currency in their academic discipline; and perform public and professional service, service to the institution, and similar academic activities. In addition, at the universities, state college and Desert Research Institute, academic faculty members are expected to conduct scholarly research or creative activity.
4. Consistent with the principles identified herein, and consistent with their mission, the NSHE institutions shall have substantial autonomy to select and determine the relative importance of faculty activities in the areas of teaching, scholarly research or creative activity, and service. The distribution of responsibilities should take maximum advantage of the talents of individual faculty members and may reflect differences among academic disciplines.
5. The Board of Regents affirms that the duties in each of these areas are essential elements of the work of the faculty and must be viewed as a whole whenever faculty workload and productivity are measured and reported. Faculty workload cannot and should not be measured solely by the time spent by the faculty member in the classroom.
6. In recognition of its commitment to accountability and productivity, the Board of Regents will regularly compile information regarding faculty workloads. To aid in this process, the following expected teaching workloads at NSHE institutions shall be established:
 - a. At the universities, an expectation of 18 instructional units per academic year, or 9 units each semester. For individual faculty heavily involved in doctoral-level

education, the expected load would be an average of 12 instructional units per academic year, or 6 units per semester.

- b. At the state college, an expectation of 24 instructional units per academic year, or 12 units each semester.
 - c. At the community colleges, an expectation of 30 instructional units per academic year, or 15 units per semester.
 - d. As it applies to a, b, and c, reassignments from the expected teaching load as well as course overloads must be approved in advance by the appropriate vice president, president, or at an alternative level to be determined by the institution.
 - e. The aforementioned expectations do not apply to the instructional faculty of the University of Nevada School of Medicine, the UNLV School of Dental Medicine, and the William S. Boyd School of Law.
7. It shall be the responsibility of the president of each NSHE institution to establish justifiable, equitable instructional workload standards through a process of shared governance with the faculty. It is expected that the institutional policies will provide detailed guidelines for equivalent teaching load credit as well as adjustments of workloads that reflect different kinds of instruction – including, but not limited to, distance education, rural education, internet instruction, vocational education, and clinical education. The policies should also take into account non-instructional activities that may be essential to the work of faculty in particular disciplines and provide equitable recognition for extra contact hours that faculty spend with students in courses that involve studios, laboratories, clinics, independent study, thesis and dissertation, internships, and similar activities related to instruction.
8. In the fall of every even-numbered year, the Chancellor shall compile a System report on faculty workloads at NSHE institutions.
9. The Board of Regents encourages NSHE institutions to participate in national, benchmarked studies, and their participation shall be facilitated by System staff.

Appendix B

NSHE Faculty Workload Study 2008

University & State College Instructional Workload Form

Provide information on the faculty positions at your institution funded totally or partially from the instruction function of the state budget.

Institution: _____
 Term: **Fall 2008**

Total <u>budgeted</u> regular faculty FTE		Total FTE of faculty not available for teaching ¹⁰	
Total FTE of faculty on sabbatical or other leave		Total FTE of regular faculty available for instruction	
Total FTE of unfilled regular faculty positions		Total FTE of regular faculty available for instruction	

Instructions: Report aggregated faculty workloads for all state-supported instructional activity in Fall 2008. When complete, your institution's total student FTE should be accounted for at the time this form was completed. **Data must originate from workload databases that have been validated by department heads (i.e. no self-reported faculty data).**

	Instructional Faculty FTE			Organized Instruction ³											
				Undergraduate Level				Graduate Level				400/600 Level Dual Listed			
	Total - A	Separately Budgeted -B	Instruc- tion - C	# of Class Sections ⁷	Student Enrollments	Credits Hours	Student Credit Hours ⁵	# of Class Sections ⁷	Student Enrollments	Credits Hours	Student Credit Hours ⁵	# of Class Sections ⁷	Student Enrollments	Credits Hours	Student Credit Hours ⁵
Regular Faculty¹															
Regular Faculty			0												
Regular Faculty Overload ⁶			0												
Supplemental Instructors²															
Part-time/Adjunct Instruction			0												
Teaching Assistants			0												
Other Supplemental ⁸			0												
Total Supplemental Faculty			0												

	Total Organized Instruction (sum of Undergraduate, Graduate, & 400/600)				Total Individualized Instruction ⁴				Total (sum of organized and individualized)				
	# of Class Sections ⁷	Student Enrollments	Credits Hours	Student Credit Hours ⁵	# of Class Sections ⁷	Student Enrollments	Credits Hours	Student Credit Hours ⁵	# of Class Sections ⁷	Student Enrollments	Credits Hours	Student Credit Hours ⁵	Student FTE
Regular Faculty¹													
Regular Faculty													
Regular Faculty Overload ⁶													
Supplemental Instructors²													
Part-time/Adjunct Instruction													
Teaching Assistants													
Other Supplemental ⁸													
Total Supplemental Faculty													

	Faculty FTE	Total Number of Credit Hours Taught
Regular Faculty Involved in Doctoral Education ⁹		

NSHE Faculty Workload Study 2008

University & State College Instructional Workload Form

Regular Faculty Reassignment Information

Please report the number of regular instructional faculty and total credits reassigned in Fall 2008. Faculty may be reassigned from all or part of their instructional workload for a variety of reasons (administrative, research, oversized classes, professional development, etc.). Faculty heavily involved in doctoral-level instruction such as dissertation, clinics, independent study, internships, and similar activities related to instruction are not reported as reassigned for the individualized doctoral-level instruction; instead their teaching activities are captured in either organized or individualized instruction.

University Full-time Faculty Teaching Workload Expectation = 9 instructional units/semester; 6 instructional units/semester for faculty heavily involved in doctoral-level instruction

State College Full-time Faculty Teaching Workload Expectation = 12 credit hours/semester

of regular faculty with some portion of workload reassigned (headcount)

Total # of Credit Hours Reassigned

Definitions & Calculations

¹ Regular Faculty	Regular faculty are defined as those individuals who are hired for the purpose of doing teaching, and who may also do research and/or service. They are characterized by a recurring contractual relationship in which the individual and the institution both assume a continuing appointment. These faculty are typically tenured, tenure-eligible, or non-tenure track. Take the TOTAL FTE for filled faculty positions and report this in the "Total FTE Faculty" data field (column A). Be sure to report filled positions only. In Column B, report the FTE portion of faculty lines that are supported by external or separately budgeted funds for purposes other than teaching, i.e., research or service. The remainder is the portion of the faculty FTE funded from the instructional budget and should be reported in the "Instruction" faculty data field (column C is computed by subtracting Column B from Column A).
² Supplemental Faculty:	Courses generating state supported FTE that are taught by instructors other than regular faculty. Supplemental faculty are characterized by a non-recurring appointment and includes adjuncts, LOAs, and administrators or professional personnel at the institution who teach but whose primary job responsibility is non-faculty. Supplemental FTE is computed by dividing organized credit hours taught by 15.
³ Organized Instruction:	A course which is provided principally by means of regularly scheduled classes meeting in classrooms or similar facilities at stated times (includes distance education courses).
⁴ Individualized Instruction:	A course in which instruction is not conducted in regularly scheduled class meetings. Includes "readings" or "special topics" courses, "problems" or "research" courses, including dissertation/thesis research, and "individual lesson" courses (typically in music and fine arts).
⁵ Student Credit Hours:	Multiply the credit value of a class section by the student enrollment in that section (example: ENG 101 is 3 credits (x) 20 students enrolled = 60 student credit hours).
⁶ Regular Faculty Overload:	Regular faculty teaching credits above their expected semester teaching load and receiving extra compensation over and above their regular contract.
⁷ Class Sections:	An individual class that is taught by an instructor(s) with a unique set of students. When possible, be sure not to double count dual or cross listed class sections taught at the same level of instruction.
⁸ Other Supplemental:	Classes taught by instructors other than regular faculty, part-time/adjunct instruction, or TA's (examples include volunteers, administrative faculty, emeritus faculty, etc.). This category includes administrators or professional personnel at the institution who teach but whose primary job responsibility is non-faculty.
⁹ Doctoral Education Involvement:	Regular faculty with doctoral student enrollment in at least one class section.
¹⁰ FTE not available for instruct.	Refers to instructional positions used by faculty who have moved to administrative positions, instructional support staff, and faculty who are not on teaching contracts.

Note: student credit hours and FTE will not match official reports; drops and course cancellations are factored into faculty teaching assignments

Appendix C

NSHE Faculty Workload Study 2008

Community College Instructional Workload Form

Institution:
Term: **Fall 2008**

Provide information on the faculty positions at your institution funded totally or partially from the instruction function of the state budget.			
Total <u>budgeted</u> regular faculty FTE		Total FTE of faculty not available for teaching ⁹	
Total FTE of faculty on sabbatical or other leave		Total FTE of regular faculty available for instruction	
Total FTE of unfilled regular faculty positions		Total headcount of regular faculty available for instruction	

Instructions: Report aggregated faculty workloads for all state-supported instructional activity in Fall 2006. When complete, your institution's total student FTE should be accounted for at the time this form was completed. Data must originate from workload databases that have been validated by department heads (i.e. no self-reported faculty data).

	Instructional Faculty FTE			Organized Instruction ³					Individualized Instruction ⁴					Total (sum of organized and individualized)					
	Total - A	Separately Budgeted - B	Instruction - C	# of Class Sections ⁷	Student Enrollments	Credits Hours	Contact Hours/Week ⁸	Student Credit Hours ⁵	# of Class Sections ⁷	Student Enrollments	Credits Hours	Contact Hours/Week ⁸	Student Credit Hours ⁵	# of Class Sections ⁷	Student Enrollments	Credits Hours	Contact Hours/Week ⁸	Student Credit Hours ⁵	Student FTE
Regular Faculty¹																			
Regular Faculty			0																
Regular Faculty Overload ⁶			0																
Supplemental Instructors²																			
Part-time/Adjunct Instruction			0																

Regular Faculty Reassignment Information

Please report the number of regular instructional faculty and total credits reassigned in Fall 2008. Faculty may be reassigned from all or part of their instructional workload for a variety of reasons (administrative, research, oversized classes, professional development, etc.)

Community College Full-time Faculty Teaching Workload Expectation = 15 credit hours (instructional units)

of regular faculty with some portion of workload reassigned (headcount)

Total # of Credit Hours Reassigned

Definitions & Calculations

¹Regular Faculty: Regular faculty are defined as those individuals who are hired for the purpose of doing teaching, and who may also do research and/or service. They are characterized by a recurring contractual relationship in which the individual and the institution both assume a continuing appointment. These faculty are typically tenured, tenure-eligible, or non-tenure track. Take the TOTAL FTE for filled faculty positions and report this in the "Total FTE Faculty" data field (column A). Be sure to report filled positions only. In Column B, report the FTE portion of faculty lines that are supported by external or separately budgeted funds for purposes other than teaching, i.e., research or service. The remainder is the portion of the faculty FTE funded from the instructional budget and should be reported in the "Instruction" faculty data field (column C is computed by subtracting Column B from Column A).

²Supplemental Faculty: Courses generating state supported FTE that are taught by instructors other than regular faculty. Supplemental faculty are characterized by a non-recurring appointment and includes adjuncts, LOAs, and administrators or professional personnel at the institution who teach but whose primary job responsibility is non-faculty. Supplemental FTE is computed by dividing organized credit hours taught by 15.

³Organized Instruction: A course which is provided principally by means of regularly scheduled classes meeting in classrooms or similar facilities at stated times (includes distance education courses).

⁴Individualized Instruction: A course in which instruction is not conducted in regularly scheduled class meetings. Includes "readings" or "special topics" courses, "problems" or "research" courses, including dissertation/thesis research, and "individual lesson" courses (typically in music and fine arts).

⁵Student Credit Hours: Multiply the credit value of a class section by the student enrollment in that section (example: ENG 101 is 3 credits (x) 20 students enrolled = 60 student credit hours).

⁶Regular Faculty Overload: Regular faculty teaching credits above their expected semester teaching load and receiving extra compensation over and above their regular contract.

⁷Class Sections: An individual class that is taught by an instructor(s) with a unique set of students. When possible, be sure not to double count dual or cross listed class sections.

⁸Contact Hours/Week: Actual time spent in the classroom each week as the result of scheduled class hours (ex. in occupational programs, credit and contact hours are not always equivalent).

⁹FTE not available for instruct. Refers to instructional positions used by faculty who have moved to administrative positions, instructional support staff, and faculty who are not on teaching contracts.

Note: student credit hours and FTE will not match official reports; drops and course cancellations are factored into faculty teaching assignments

Appendix D
NSHE Faculty Workload Study 2008

Selected Measures of Out-of-Classroom Faculty Activity
Institutional Reporting Form - University & State College

This form is designed for reporting aggregated information representing the entire institution and must be returned to System Administration. The activities listed on this form represent a range of out-of-classroom activities that may be performed by faculty; this list is meant to be neither prescriptive nor inclusive of all activities.

Institution: _____

Instructions:

Please report the aggregated results for all regular instructional faculty that are fully or partially funded in the state supported budget (excluding librarians and counselors). Report accomplishments in each area that occurred during the most recently completed 12-month evaluation period. Depending on institutional evaluation periods, the 2008 report will include activities occurring either from Jan. 2007 through Dec. 2007 or during 2007-08 academic year . Be sure to review the definitions provided before responding.

1. Total number of regular faculty FTE included in data collection (i.e. # of faculty FTE represented in the data collected on this form) _____
2. Number of faculty activities related to recognized or visible service to profession (e.g. serve on a regional or national committee, external accreditation involvement, etc). _____
3. Number of faculty outreach activities related to field of expertise (e.g. community workshops, seminars, demonstrations, etc.). _____
4. Number of faculty activities related to institutional or system wide service (e.g., faculty senate, tenure committees, search committees, faculty committees, system committees, assessment etc.). _____
5. Number of leadership positions in a professional association held by faculty (e.g. elected officer, comm. chair, conf.chair, etc.) _____
6. Number of courses where faculty have developed new or significantly redesigned pedagogy or curriculum. _____
7. Number of formal presentations made by faculty at state, regional, national, and international professional meetings. _____
8. Number of clinical, practicum, or internship students formally assigned to faculty. _____
9. Total number of students advised by faculty. _____
10. Number of peer reviews conducted by faculty. _____
11. Number of recruitment and/or promotional activities participated in by faculty. _____

Appendix D
NSHE Faculty Workload Study 2008

Selected Measures of Out-of-Classroom Faculty Activity
Institutional Reporting Form - University & State College

- | | |
|--|-------|
| 12. Number of external grants and/or contract proposals submitted by faculty. | _____ |
| 13. Number of newly-awarded external grants and/or contracts formally awarded to institution on behalf of faculty. | _____ |
| 14. Total dollar value for the externally funded grants and contracts reported in Item 13. | _____ |
| 15. Number of active or ongoing external grants and/or contracts on which faculty are working. | _____ |
| 16. Number of journal articles and/or book chapters published by faculty. | _____ |
| 17. Number of single-author or joint-author books or monographs published by faculty. | _____ |
| 18. Number of books, collections, and monographs edited by faculty. | _____ |
| 19. Number of invited reviews of books and/or manuscripts by faculty. | _____ |
| 20. Number of juried shows, commissioned performances, or competitive exhibitions by faculty presented in a physical venue or an electronic one. | _____ |
| 21. Number of editorial positions held by faculty. | _____ |
| 22. Number of provisional or issued licensing agreements or patents registered by faculty. | _____ |

The following are applicable only to the Universities:

- | | |
|--|-------|
| 23. Number of active thesis/dissertation committees where faculty served as first reader or chairperson. | _____ |
| 24. Number of active thesis/dissertation committees where faculty served in a non-chairing role. | _____ |
| 25. Number of undergraduate students formally engaged in research with a faculty mentor. | _____ |
| 26. Number of students (undergraduate and/or graduate) who have jointly authored a journal article or book chapter with a faculty mentor. | _____ |
| 27. Number of students (undergraduate and/or graduate) who have jointly presented a paper at a professional meeting with a faculty mentor. | _____ |

Note: The contents of this form have been adapted from the Delaware Study on Instructional Costs and Productivity.

Appendix E

NSHE Faculty Workload Study 2008

Selected Measures of Out-of-Classroom Faculty Activity

Institutional Reporting Form - Community Colleges

This form is designed for reporting aggregated information representing the entire institution and must be returned to System Administration. The activities listed on this form represent a range of out-of-classroom activities that may be performed by faculty; this list is meant to be neither prescriptive nor inclusive of all activities.

Institution: _____

Instructions:

Please report the aggregated results for all regular instructional faculty that are fully or partially funded in the state supported budget (excluding librarians and counselors). Report accomplishments in each area that occurred during the most recently completed 12-month evaluation period. Depending on institutional evaluation periods, the 2008 report will include activities occurring either from Jan. 2007 through Dec. 2008 or during 2007-08 academic year. Be sure to review the definitions provided before responding.

1. Total number of regular faculty FTE included in data collection (i.e. # of faculty FTE represented in the data collected on this form) _____
2. Number of courses where faculty have updated and/or redesigned pedagogy or curriculum. _____
3. Number of new or significantly redesigned courses requiring institutional approval. _____
4. Number of peer reviews performed by faculty. _____
5. Total number of students given academic advisement by faculty. _____
6. Number of clinical, practicum, or internship, self-paced, and service learning students formally assigned to faculty. _____
7. Number of faculty activities related to institutional service. _____
8. Number of recruitment activities participated in by faculty. _____
9. Number of faculty activities related to system service. _____
10. Number of faculty outreach activities related to field of expertise. _____
11. Number of leadership positions in a professional, technical, or occupational association. _____
12. Number of faculty activities related to recognized or visible service to profession. _____

Appendix E
NSHE Faculty Workload Study 2008

Selected Measures of Out-of-Classroom Faculty Activity
Institutional Reporting Form - Community Colleges

13. Number of formal presentations made by faculty at local, state, regional, national, and international professional, technical, or occupational professional meetings.

14. Number of faculty memberships in discipline-related professional, technical, or occupational organizations.

15. Number of professional, technical, or occupational conferences and seminars attended by faculty.

16. Number of updated/renewed national or industry standards certifications and updated/renewed licensures.

17. Number of industry liaisons for factory updates re: training, safety, equipment, and specifications.

18. Number of occupational/industry internship programs for students.

19. Number of significant artistic creations in the fine arts, performing arts, or visual arts.

20. Number of significant scholarly and/or research activities.

Appendix F – Out of Classroom Definitions Universities and State College

Definitions for Selected Measures of Out-of Classroom Faculty Activity: Data Collection Forms and Institutional Reporting Forms

1. Total number of regular faculty FTE included in data collection (i.e. # of faculty FTE represented in the data collected on this form)	<p>This number includes all regular, contract faculty employed at your institution who were funded fully or partially from the state supported budget during the 12 months under examination. This includes:</p> <ul style="list-style-type: none"> - Faculty who may have subsequently retired or left the institution, as well as faculty on paid leaves and sabbaticals. - Each faculty member falling within this 12-month time frame should be counted only once.
2. Number of faculty activities related to recognized or visible service to profession (e.g. serve on a regional or national committee, external accreditation involvement, etc).	This item reports the number of activities where faculty have engaged in high-level service to their profession. The service might be serving on a regional or national committee or serving as a volunteer juror for a show, performance, or exhibition. This item includes external promotion or tenure reviews and external accreditation involvement. This item excludes leadership positions held in professional associations within the 12-month evaluation period.
3. Number of faculty outreach activities related to field of expertise (e.g. community workshops, seminars, demonstrations, etc.).	This item reports the number of activities where faculty have engaged in some form of extension or outreach related to their field of expertise. The outreach might include community workshops, invited talks to community groups, seminars, lectures, or demonstrations. This item excludes formal presentations at state, regional, national, and international professional meetings during the most recent 12-month evaluation period.
4. Number of faculty activities related to institutional or system wide service (e.g., faculty senate, tenure committees, search committees, faculty committees, system committees, assessment, etc.).	This item reports the number of activities where faculty have engaged in some form of service to the NSHE (service may occur at the department, college, institutional, or system level). The service might be committee work (e.g., faculty senate, promotion and tenure), service on the institutional accreditation self-study team, supervising student organizations or student service and community projects, faculty art shows, performances, or creative readings at the home institution within the most recent 12-month evaluation period.
5. Number of leadership positions in a professional association held by faculty (e.g., elected officer, comm. chair, conf. chair, etc.)	This item seeks to report the number of activities where faculty have engaged in high-level service to their profession during the most recent 12-month evaluation period (membership alone in a professional association is insufficient, one must be actively involved). The leadership position might include being a member of the board of directors or holding some other leadership position in a professional association (e.g. elected officer, comm. chairperson, conf. chair).
6. Number of courses where faculty have developed new or significantly redesigned pedagogy or curriculum.	This item seeks the number of existing courses that have formally been redesigned, in each instance, by one or more faculty within the discipline during the most recent 12-month evaluation period. The curriculum development /redesign may be under the auspices of an externally funded instructional grant; part of a course-release sponsored by the department for the specific purpose of enhancing instructional methods and materials; or may include new initiatives in distance education. The key determinant is that this goes beyond the normal updating in course preparation as part of instructional workload.
7. Number of formal presentations made by faculty at state, regional, national, and international professional meetings.	This item seeks the number of invited and contributed papers, panels, performances, exhibitions, etc. by faculty during the most recent 12-month evaluation period. The key determinant is that the presentation was formal (i.e., listed in the meeting program and actually delivered by faculty member).
8. Number of clinical, practicum, or internship students formally assigned to faculty.	This item seeks to report faculty activity associated with supervising students in various types of field experiences in clinical, practicum, internship (non-research), cooperative, and service learning education programs during the most recent 12-month evaluation period.

9. Total number of students advised by faculty.	This item reports the number students advised by faculty during the most recent 12-month evaluation period. This item reflects formal academic advising to assigned students, as opposed to informal advice frequently given by faculty to students.
10. Number of peer reviews conducted by faculty.	This item reports the number of peer reviews performed by faculty for professional development, annual evaluations, and promotion/tenure purposes.
11. Number of recruitment and/or promotional activities participated in by faculty.	This item reports the number of recruitment activities participated in, such as school visits, presentations, development of promotional material, appearances at publicity events, and other activities involved in recruiting students and promoting the institution.
12. Number of external grants and/or contract proposals submitted by faculty.	This item seeks the number of external grant, contract, and scholarly fellowship proposals that have been submitted by faculty during the most recent 12-month evaluation period. The proposal may or may not have been accepted.
13. Number of newly-awarded external grants and/or contracts formally awarded to institution on behalf of faculty.	This item asks for the number of new external grants, contracts, and scholarly fellowships (e.g., National Endowment for the Humanities, Guggenheim Foundation) awarded to faculty or the institution on faculty's behalf during the most recent 12-month evaluation period, for which a formal award letter is in hand, regardless of whether the funds have been expended. While grants are often awarded for multiple years and funding is continuous, for purposes of this item, report the grant as awarded only the year where the initial award letter is received.
14. Total dollar value for the externally funded grants and contracts reported in Item 13.	Report the face value of the new grants, contracts, and scholarly fellowships cited in the previous term, whether or not the funds have been expended at the time of reporting. The face value should not include any matching instructional dollars.
15. Number of active or ongoing external grants and/or contracts on which faculty are working.	This item asks for the number of active or ongoing external grants, contracts, and/or scholarly fellowships (e.g., national endowment for the humanities, Guggenheim Foundation) on which faculty are working on during the most recent 12-month evaluation period.
16. Number of journal articles and/or book chapters published by faculty.	Single author articles are counted once. Co-authored journal articles, where faculty are from different institutions, are also counted once. If both faculty are from the same institution and discipline, count the article twice, as it represents out-of-classroom activity for each individual. The work must be published, i.e., initially published either in print or electronically during the most recent 12-month evaluation period.
17. Number of single-author or joint-author books or monographs published by faculty.	This item is seeking information on volumes produced by faculty. These volumes must be published by an academic or commercial press. Use the same counting convention with respect to joint authorship as was the case for journal articles and book chapters. Note: the work must be in print, i.e., initially published either in print or electronically during the most recent 12-month evaluation.
18. Number of books, collections, and monographs edited by faculty.	This item seeks the number of books, collections, and monographs edited by faculty. Use the same counting convention as for journal articles and book chapters. Note: the work must be in print, i.e., initially published either in print or electronically during the most recent 12-month evaluation.
19. Number of invited reviews of books and/manuscripts by faculty.	This item refers to the number of reviews of books or journal articles in print or manuscripts submitted to a publisher. This includes reviews for a university press or a scholarly journal. The review must have occurred during the most recent 12-month evaluation period.
20. Number of juried shows, commissioned performances, or competitive exhibitions by faculty presented in a physical venue or an electronic one.	This item is seeking information on scholarly productions in the fine, performing, and visual arts. Implicit in this measure is the endorsement of a jury or referee. Accordingly, this item seeks an art exhibition at a gallery or museum, as opposed to an all-faculty show at the home institution. Similarly it seeks a musical or theatrical performance where the faculty member is composer, author, performer, conductor, designer, or director. Where the faculty member is performer, he/she is an invited artist as opposed to a participant at an event sponsored by the department. When the exhibition is presented on a website, it must be a juried site where the participants are subject to a selection process by jury or referee.

21. Number of editorial positions held by faculty.	This item seeks the number of instances where a faculty member serves as editor, associate editor, assistant editor, or member of an editorial board for a scholarly publication directly related to the knowledge content in the discipline. This includes reviews for a university press or a scholarly journal. The review must have occurred during the most recent 12-month evaluation period.
22. Number of provisional or issued licensing agreements or patents registered by faculty.	This item seeks the number of provisional or issued patents formally conferred by the U.S. Patent Office for faculty products directly related to scholarly research in this discipline during the most recent 12-month evaluation period.
23. Number of active thesis/dissertation committees where faculty served as first reader or chairperson.	This item seeks a count of those committees (master's thesis and doctoral dissertations) where faculty members serve as the first reader or chair, whichever term is more applicable. For each faculty member, we are looking for those committees for which he/she had primary responsibility for directing the study, meeting regularly with the student, and coordinating the overall efforts of the committee during the most recent 12-month evaluation period.
24. Number of active thesis/dissertation committees where faculty served in a non-chairing role.	For each faculty member, this item seeks the number of committees where service was rendered other than as primary reader or committee chair. An "active committee" is defined as one where progress has been made during the most recent 12-month evaluation period.
25. Number of undergraduate students formally engaged in research with a faculty mentor.	This item seeks the number of undergraduate students who have been formally engaged in research during the most recent 12-month evaluation period, in a fashion consistent with practices at your institution. This might include students engaged in independent research, honors research, research with a faculty member for credit or non-credit, or paid research assistantships or research internships. This item excludes paid or unpaid student workers and work study (e.g., students who set up laboratories). Count each student only once within the 12-month period.
26. Number of students (undergraduate and/or graduate) who have jointly authored a journal article or book chapter with a faculty mentor.	Report the number of students who have jointly authored a journal article or book chapter with a faculty member during the most recent 12-month evaluation period. The student must be listed as a joint author in the publication. The work must be in print, i.e., published either in hard copy or online during the most recent 12-month evaluation period.
27. Number of students (undergraduate and/or graduate) who have jointly presented a paper at a professional meeting with a faculty mentor.	Report the number of students who have jointly presented a paper at a professional meeting with a faculty mentor during the most recent 12-month evaluation period. The student must be listed as joint presenter in the meeting program.

Appendix G – Out of Classroom Definitions Community Colleges

Definitions for Selected Measures of Out-of Classroom Faculty Activity:

Data Collection Forms and Institutional Reporting Forms

1. Total number of regular faculty FTE included in data collection (i.e. # of faculty FTE represented in the data collected on this form)	This number includes all full-time instructional faculty employed at your institution who were funded fully or partially from the state supported budget during the 12 months under examination. This includes Faculty who may have subsequently retired or left the institution, as well as Faculty on paid leave sabbaticals. Each faculty member falling within this 12-month time frame should be counted only once.
2. Number of courses where faculty have updated and/or redesigned pedagogy or curriculum.	This item reports the number of courses during the most recent 12-month evaluation period where faculty have updated and/or redesigned pedagogy or curriculum as part of the regular updating necessary to maintain currency with a heavy teaching load. This may include adapting existing courses to DE formats.
3. Number of new or significantly redesigned courses requiring institutional approval.	This item reports the number of instances during the most recent 12-month evaluation period where faculty have updated and/or redesigned courses requiring institutional review/approval. The process may be part of a course reassignment for the specific purpose of creating a new course or significantly redesigning an existing course. The key determinant is that it goes beyond the regular updating and requires institutional review/approval.
4. Number of peer reviews performed by faculty.	This item reports the number of peer reviews performed by faculty for professional development, annual evaluations, and/or tenure purposes during the most recent 12-month period.
5. Total number of students given academic advisement by faculty.	This item reports the number of students during the most recent reporting period advised by faculty. This item reflects informal academic advising as well as more formal academic advising of assigned students, where applicable during the most recent 12-month evaluation period (i.e., one-on-one individual advisement).
6. Number of clinical, practicum, or internship, self-paced, and service learning students formally assigned to faculty.	This item seeks to report faculty activity associated with supervising students in various types of field experiences in clinical, practicum, internship (non-research), cooperative, and service learning education programs during the most recent 12-month evaluation period.
7. Number of faculty activities related to institutional service.	This item reports faculty activity related to institutional service during the most recent 12-month evaluation period. The service may occur at the department, division, or institutional level. The service may be serving on department textbook selection committees, faculty senate or faculty senate committees, tenure committees, search committees, assessment committees, etc.
8. Number of recruitment activities participated in by faculty.	This item reports faculty activity in recruitment activities such as school visits, presentations, development of promotional materials, appearances at college publicity events, and other activities that recruit students and promote the institution.
9. Number of faculty activities related to system service.	This item reports faculty activity related to system service. The key determinant is that the service links the institution to the NSHE in an identifiable manner, such as service on a system committee, K-16 articulation, etc.
10. Number of faculty outreach activities related to field of expertise.	This item reports the number of activities where faculty have engaged in some form of extension or outreach related to their field of expertise. The activities might include community workshops, invited talks to community groups, seminars, lectures, or demonstrations.
11. Number of leadership positions in a professional, technical, or occupational association.	This item reports the number of leadership positions held by faculty in professional, technical, or occupational associations. The leadership position might include being a member of the board of directors or holding some other office such as elected officer, committee chairperson, or conference chair.

12. Number of faculty activities related to recognized or visible service to profession.	This item reports the number of faculty activities where faculty have engaged in service to their profession. This service might be serving on a regional or national committee, external accreditation involvement, serving as an industry contact or liaison, etc.
13. Number of formal presentations made by faculty at local, state, regional, national, and international professional, technical, or occupational professional meetings.	This item reports the number of invited and contributed presentations, papers, panels, performances, exhibitions, etc. by faculty. The key determinant is that the presentation was formal (i.e., listed in the meeting program and delivered by the faculty member).
14. Number of faculty memberships in discipline-related professional, technical, or occupational organizations.	This item reports the number of faculty memberships in discipline-related professional, technical, or occupational organizations. Membership in such organizations reflects currency in the discipline and a level of professional development.
15. Number of professional, technical, or occupational conferences and seminars attended by faculty.	This item reports the number of professional, technical, or occupational conferences and seminars attended by faculty. Attendance at such conferences and seminars reflects engagement in disciplinary professional development.
16. Number of updated/renewed national or industry standards certifications and updated/renewed licensures.	This item reports the number of updated/renewed national or industry standards certifications and updated/renewed licensures, which reflect currency in occupational/technical disciplines as well as professional development. The certifications/licensures may or may not be required.
17. Number of industry liaisons for factory updates re: training, safety, equipment, specifications.	This item reports the number of industry liaisons necessary for factory/industry updates for training, safety, equipment, and specification coordination in the occupational disciplines.
18. Number of occupational/industry internship programs for students.	This item reports the number of occupational/industry internship programs for students. These programs are time intensive regardless of the number of students and reflect a community response/involvement level that reflects a responsiveness to community occupational/industry needs.
19. Number of significant artistic creations in the fine arts, performing arts, or visual arts.	This item reports the number of significant artistic creations in the fine, performing, and visual arts. These may include an art exhibition at a gallery or at the home institution; similarly, it may be a musical or theatrical production where the faculty member is composer, author, performer, conductor, designer, or director. It may include juried shows, commissioned performances, or competitive exhibitions by faculty presented in a physical or electronic venue.
20. Number of significant scholarly and/or research activities.	This item reports the number of significant scholarly and/or research activities completed by faculty. These may include external grants or contracts; journal articles and/or book chapters; single- or joint-author books or monographs; book and/or manuscript reviews; and other significant activity that reflects a scholarly focus.